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Abstract

Purpose of this study was to assess the effect of project team management on the performance of project. Specific objectives first are to evaluate the effect of project team acquisition on performance of Water for All Projects in Rulindo district; To establish the effect of project team leadership on performance of Water for All Projects in Rulindo district; To examine project team development on performance of Water for All Projects in Rulindo district; and last to examine the Project team evaluation on the performance of water for all projects in Rulindo projects. Research used Descriptive survey research design. Population of study was 81 and sample size equal to 81 the research used questionnaire to collecting primary data and use documentary to collecting secondary data. The study adopts primary and secondary data to get all information needed in this study, the quantitative data was analyzed using descriptive and inferential statistics after running the data collected through the Statistical Package for Social Sciences. Coefficients for the predictor variables reveal their impact on the performance of Water for All Projects in Rulindo district. Specifically, Project team acquisition has a coefficient of (β=0.315, t=4.193, p value=0.000), Project team leadership has a coefficient of (β=0.103, t=0.518, p value=0.006), Project team development has a coefficient of (β=0.146, t=0.755, p value=0.003), and Project team evaluation has a coefficient of (β=0.463, t=5.787, p value=0.000). As indicated by their associated Sig. values below 0.05, all these coefficients have a significant effect on the performance of Water for All Projects in Rulindo district. The results research revealed that there is a significant positive relationship between project team management on the performance of project. Therefore, Based on the study's findings regarding the influence of project team management on Water For All Projects in Rulindo's performance, it is recommended to include the need for mechanisms to form effective teams through skill evaluation and task alignment, the importance of clear and achievable goals, roles, and competent leadership, as well as the formulation of supportive policies to enhance project effectiveness and a teamwork culture that encourages open communication and mutual support among team members, ultimately contributing to project success.

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1. Introduction

In recent years, the landscape of project management has been evolving from traditional approaches to more modern and strategic project team management methods. This shift is driven by various factors, including changes in the working environment, increased competition, technological advancements, employee motivation, and shifts in consumer behavior. Both developed and developing countries are recognizing the importance of adopting project team management practices to remain competitive and achieve their objectives efficiently (Lamba & Choudhary, 2013).

One critical aspect of this evolution is the recognition of the significance of project performance. The concept of project management began developing in the 1980s and has since led to significant changes in institutions worldwide. Successful in projects involves effectively harnessing employees' efforts to deliver quality services, build a positive reputation for the institution, enhance employee morale, implement changes, and foster innovation in new products and services (Wright, Kroll & Lado, 2010).

Studies in various countries have demonstrated the positive impact of project team management practices on project productivity and performance. For instance, African countries have seen significant improvements in project performance through the adoption of project team management approaches (Adnan & Izzat, 2012). Similarly, institutions in developing countries like India have recognized project team management as a competitive practice that enhances project performance despite internal and external challenges (Swapna & Raja, 2012).

In Kenya, strategic project team management practices have been linked to numerous benefits for project performance. These benefits include enhanced institutional capacity, improved employee support for business strategies, increased competitiveness, fostering creativity and innovation among workers, and promoting cooperation and synergies among departments (Kiiru, 2013). Project management practices, when coupled with strategic human resources management, play a crucial role in maintaining employee morale, enhancing teamwork, and achieving a competitive advantage (Sharma, 2012).

The context of the proposed research takes place in Rwanda, a country in the midst of development. The success of projects in Rwanda is vital to achieving strategic goals, and project coordination must align with broader organizational objectives. However, challenges in project management persist, and the government and private sectors are actively seeking solutions to enhance project performance.

In Rulindo district, where Water for All operates as a project, there have been efforts to ensure that private projects contribute effectively to overall development. Project team management has become central to achieving this goal, and Water for All has embraced these practices to boost its performance.

In conclusion, the evolution from traditional to project team management practices underscores the critical role of in project performance. The proposed research in Rwanda's context aims to explore the impact of Effect of Project Team Management on the Performance of Project

1.1 Statement of the Problem

In Rwanda, numerous projects have been facing persistent issues of poor performance and hindered development in their daily operations. One of the significant factors contributing to this problem is the lack of attention given to project management, which are crucial for ensuring institutions effectively utilize their workforce and resources to enhance project performance and achieve their objectives (Kilika *et al*., 2015).

It is evident that effective project management plays a vital role in bringing about development and improved project performance. Despite the recognition of their positive impact on organizational performance, including projects, our country still faces challenges related to project team management particularly concerning Water for All project. Studies conducted in Rwanda have indicated that project team management practices are closely correlated with project development (Adnan & Izzat, 2012; Ali *et al*., 2016; Thiriku & Were, 2016).

However, achieving success in project team management is becoming increasingly challenging due to the complex nature of project team management, where individuals have diverse needs and expectations (Kreitner and Kinicki, 2014). Inequalities in employee skills and salaries further exacerbate the issue, negatively impacting employee performance and overall project development.

Another contributing factor to project failure is the lack of effective strategic plans and resource management, often resulting from high risks taken by policy makers without adequate consideration of project team management. Implementing project team management enables projects to anticipate potential problems and minimize future issues that may hinder project performance and development.

Despite the significance of project team management, there remains a lack of sufficient evidence on the direct relationship between these practices and project performance. This research aims to investigate and shed light on the effect of project team management practices on project performance, using Water for All Projects as a reference.

By addressing this problem and exploring the impact of project team management, the study aims to contribute valuable insights that can enhance project performance and promote successful development in Rwanda and beyond.

1.2. Research objectives

The general objective of this study is to assess the effect of project team management on the performance of project.
Specific objectives:

i. To evaluate the effect of project team acquisition on performance of Water for All Projects in Rulindo district;
ii. To establish the effect of project team leadership on performance of Water for All Projects in Rulindo district;
iii. To examine the effect of project team development on performance of Water For All Projects in Rulindo district;
iv. To examine the effect of Project team evaluation on the performance of water for all projects in Rulindo projects

1.3. Research hypotheses

i. **H0a:** There is no significant effect of project team acquisition on performance of Water For All Projects in Rulindo district
ii. **H0b:** There is no significant effect of project team leadership on performance of Water For All Projects in Rulindo district
iii. **H0c:** There is no significant effect of project team development on performance of Water For All Projects in Rulindo district
iv. **H0d:** There is no significant effect of Project team evaluation on performance of Water For All Projects in Rulindo district

2. Literature review

2.1 Theoretical reviews

The theoretical literature review helps to establish what theories already exist, the relationships between them, to what degree the existing theories have been investigated

2.1.1 Rogers's innovation diffusion theory

Rogers (1983), considers the process on innovation diffusion as one which is dictated by uncertainty reduction behavior potential adopters during the introduction of technological innovations. Though innovations offer new ways of tackling problems, the uncertainty of whether the new ways will be superior to existing ones becomes an obstacle to the adoption process. To counter this uncertainty, potential adopters are motivated to seek additional information, particularly from their workplace peers (Mclean& Miles, 2018).Many innovations take long from when they become available to when they are actually adopted, the common problem amongst individuals and organizations is how to speed up the rate of diffusion of an innovation (Kaitare, 2016).

According to Courtney (2018) technology is perceived to be better that the idea it supersedes; compatibility, is the degree to which a technology is perceived as being consistent with existing values, past experiences and needs of potential adopters; complexity is the degree to which an innovation is perceived as difficult to understand and use; and trial ability, which is the extent to which an innovation may be experimented with on limited basis. Moreover, Raulea and Raulea (2014) add that image and visibility are also key features of innovation that determine the diffusion rate. Image is the self-perception that adopting an innovation could result in enhanced social status for individual amongst his/her peers. Visibility on the other hand is the degree to which prospective users see an innovation as being visible in the adoption context. This theory is employed into this study because there are various reasons why an organization chooses to invest in project Management Software. However, Davies (2000) advise that the benefits derived from use of information technology can be undermined by user reluctance to accept and use new technologies at their disposal. PMS benefits can only be realized if the intended users utilize the systems in a way that will enable successful project completion and hence contribute to the strategic and operational objectives of the organization. The innovation diffusion theory addresses the first research question which asked to what extent to which use of Project Management Software in project management influences successful project completion.

2.1.2 Contingency Theory

Contingency theory in project management suggests that there is no one-size-fits-all approach to managing projects effectively. Instead, the success of a project is contingent upon various factors, such as the project's characteristics, the organization's structure, the external environment, and the leadership style (Robert, 2019).

Key points of contingency theory in project management include: Fit between Strategy and Structure Contingency theory emphasizes that project management approaches should align with the overall organizational strategy and structure. Different project management methodologies might be more suitable for different types of projects and industries. Environmental Factors the external environment, including factors such as market conditions, technological advancements, and regulatory requirements, can greatly impact project

management. Adapting project management practices to suit the specific external environment can contribute to project success (Jimmy, 2021).

Project Characteristics Projects vary in terms of complexity, size, scope, and goals. Contingency theory acknowledges that different projects require different management approaches. For instance, a large, complex project might benefit from a more structured and formalized approach, while a smaller, innovative project might require more flexibility. Leadership Style The leadership style of the project manager can also impact project success. Contingency theory suggests that the project manager's leadership approach should be tailored to the project's needs. For example, a project with highly skilled and motivated team members might benefit from a more hands-off, empowering leadership style (Princess,2021).

Risk Management Contingency planning is a central element of this theory. It involves identifying potential risks and developing strategies to mitigate them. Project managers need to be prepared for unforeseen events and have backup plans in place. Communication and Collaboration Contingency theory highlights the importance of effective communication and collaboration among project stakeholders. Depending on the project's characteristics and challenges, the level of communication and collaboration required may vary. Flexibility and Adaptation Successful project managers using the contingency approach are flexible and adaptable. They are open to modifying project plans and approaches as circumstances change, ensuring that the project remains aligned with evolving needs and conditions (Junior,2017).

Contingency theory in project management acknowledges that no single project management methodology or approach can guarantee success in all situations. Instead, project managers need to carefully consider the unique circumstances surrounding each project and adapt their strategies accordingly. This approach allows for greater flexibility, responsiveness, and the potential for better outcomes in a variety of project contexts.

2.2 Empirical literature Review

Vicent (2015) assess the contribution of the project planning on project success in Rwanda. Specific objectives were to determine the effect of project scope on project success; to ascertain the effect of budget planning on project success; to establish the relationship between communication plan and project success, to determine the effect of risk management plan on project success. Through this study, the researcher’s skills and knowledge should be increased in the field related to the project under study. Other researchers who would need to carry out studies related to this topic should use it to get a useful literature review. This study used descriptive-analytical research design. Both quantitative and qualitative research approaches were used. The target population was composed of 76 people. All employees of Christian mercy Ministries were needed in this study; hence survey method was applied in this study. The primary data was obtained by the use of self-administered questionnaires. The researcher used Statistical Package for Social Scientists (SPSS) version 16for analysis of the responses to be able to come up with the relationships between the study variables. Data was analyzed using ANOVA and descriptive statistics then was presented and summarized using frequency and distributions tables based on the objectives. According to the first research objective, the study revealed that project scope has a positive and non-significant effect on project input (β=0.060, $p<0.714$) and negative and non-significant effect on project results (β=-0.105, $p<0.496$). In relation to the second research objective, the budget plan had a positive and non-significant effect on project input (β=0.167, $p< 0.755$) and positive and significant effect on project results (β= 0.319, $p<0.035$). In relation to the third research objective, the communication plan has a positive and non-significant effect on project input (β=0.214, $p< 0.169$) and positive and

significant effect on project results (β=-0.331, p<0.026). In relation to the fourth and last objective, the risk management plan has a negative and non-significant effect on project input (β=-0.073, p< 0.605) and on project results (β=-0.115, p<0.092). The study recommended that educational projects, in order to attain sustainable project success should focuses on intellectual competency, managerial competency and emotional competency toward controlling risk management of educational projects. Educational projects should also assess the determinants challenge performance such as, Employees' turnover rate and their competency in the workplace.

Derrick (2021) conveyed research on Undertaking the board is driven by cost minimization, on-time project conveyance, quality task expectations, and partner fulfillment. Thus, the interest for expanded project the executives viability in the beginning stage of the venture cycle to upgrade the task achievement rates and abatement project disappointment rates is expanding among project experts. The motivation behind this quantitative, correlational review was to assess the connection between project the executives viability and task achievement in view of reactions from an example contained 110 undertaking chiefs from the Venture The board Organization Counseling People group of Training (PMI-CCoP). The review, which was educated by the logical administration and key administration hypothesis, utilized 2 existing legitimate and solid study instruments, the Task The board Adequacy Develop and the Venture Achievement Evaluation Poll, to gather the information. Pearson item second connection coefficient was utilized to assess the relationship between's venture the executives viability and undertaking a positive outcome. Measurably huge (p < .001) and solid positive connections (Pearson's r going from 0.51 to 0.72) were tracked down between the two proportions of venture the executives adequacy and each of the four proportions of task achievement. This study areas of strength for gives that among project directors who are individuals from the PMI-CCoP, more noteworthy task the executives viability is corresponded with more noteworthy undertaking a positive outcome. From a positive social have an impact on point of view, these discoveries might assist with propelling task the board information. The outcomes likewise may help authoritative pioneers to make more noteworthy task progress through enhancements in project the board.

Mohamed (2017) Undertakings have clearly turned into the center movement in many organizations and associations where they are concentrating profoundly on various kinds of tasks as building new administrations, process improvement, and so forth. This examination has zeroed in on help area in endeavor to further develop project the board arranging and control exercises. The exploration is worried about working on the preparation and control of programming advancement projects. Existing programming improvement models are dissected and their prescribed procedures recognized and these have been utilized to fabricate the proposed model in this exploration. The examination expanded the current preparation and control approaches by considering vulnerability in client prerequisites, asset adaptability and dangers level changeability. In taking into account these issues, the exploration has embraced lean standards for arranging and control programming advancement projects. A clever methodology presented inside this examination through the mix of recreation displaying procedures with Taguchi examination to research _what if 'project situations. Such situations mirror the various blends of the variables influencing project culmination time and expectations. Furthermore, the examination has taken on the idea of Value Capability Organization (QFD) to foster a mechanized Tasks Undertaking The executives Arrangement (OPMD) model. The model goes about as an iterative way utilizes imagine a scenario in which 'situation execution results to recognize limitations that might influence the fulfillment of a specific errand or stage. Any progressions made during the undertaking stages will then, at that

point, naturally update the presentation measurements for every product advancement stages. What's more, enhancement schedules have been fostered that can be utilized to give the board reaction and to respond to the various degrees of vulnerability. Thusly, this exploration has taken a gander at giving a complete and visual outline of significant undertaking errands for example progress, planned work, various assets, expectations and fulfillment that will make it more straightforward for project individuals to speak with one another to arrive at agreement on objectives, status and required changes. Risk is significant viewpoint that has been remembered for the model too to stay away from disappointment. The exploration underlined on client contribution, top administration inclusion as well as colleagues to be among the functional elements that heighten changeability levels.

3. Research methodology

3.1 Research design

This study relied on the method of the case study in order to understand the study. A descriptive and correlation design utilized in order to interpret data. Therefore, both quantitative (questionnaire) and qualitative (interview) research techniques used by researcher in order to collect data (information) related to the objectives of the study and for data analysis.

3.2 Population of the study

The entire target population of the study who was provided the information and data related to the objectives of the research study included employees of Water for All Projects. The total number of the target population was 81 people including the key informants. Thus, this total of population used to extract the sample size of the research.

Table 1: Target population and their duties

Unit	Respondents
Finance & Accounting	5
Human resource	4
Operation	10
Risk management	10
Top management	4
Project management team	10
Partners	38
Total	**81**

Source: Researcher, July, 2023

Due to the information needed, the researcher decided to use all population as simple size thus simple was 81 respondents. The used census inquiry method. The census method is also called as a complete enumeration survey method wherein each and every item in the universe selected for the data collection, or whenever the entire population is studied to collect the detailed data about every unit

3.3. Techniques of data collection

The research relied on questionnaire technique and key documents from the projects.

In this research, the researcher used questionnaires to collect the information related to research topic. The questionnaires were questions structured in a Likert scale with Strongly Agree,

Agree, Neutral, Disagree and Strongly Disagree. To collect data, the researcher was email questionnaires to all the respondents who expected to fill the questionnaire and email it back to the researcher within a week.

Interview technique allowed the researcher to collect information related to the effect of project team management on the performance of project through oral communication with selected staff of Water For All Projects and the researcher approach respondents in order to see the development technique to be used.

The researcher used this documentary technique in order to conduct and get secondary data.

Depending on the type of observation research and the goal of the study in Water for All Projects, researcher had varying levels of participation in the study.

3.4. Data analysis

It employed Statistical package for Social Sciences (SPSS) in processing and data examination of which informed the presentation of findings, examination and elucidation. The presentation emphasized on the hypothesis. Statistical treatment depends upon the problem, especially the specificity of data gathered. Data analysis done based on descriptive statistics particularly means and standard deviation.

Where there correlation analysis, regression analysis and model

$Y= \beta o+\beta, X + \beta_2X_2+ \beta_3X_3 + \beta_4X_4 +ę$

Where y= performance of project

βo= Constant

β_1X_4= Coefficient of estimation

X_1= Project team acquisition

X_2= project team leadership

X_3= project team development

X_4= project team evaluation

4. Research findings

The statistical techniques helped researcher make decisions about the validity of assumptions, the significance of relationships, and the overall quality of their analyses, which are crucial for informed decision-making and scientific understanding.

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Table 2: Correlations matrix

		Project team acquisition	Project team leadership	Project team development	Project team evaluation	Performance of project
Project team acquisition	Pearson Correlation	1	.697**	.678**	.801**	.845**
	Sig. (2-tailed)		.000	.000	.000	.000
	N	79	79	79	79	79
Project team leadership	Pearson Correlation	.697**	1	.977**	.756**	.808**
	Sig. (2-tailed)	.000		.000	.000	.000
	N	79	79	79	79	79
Project team development	Pearson Correlation	.678**	.977**	1	.756**	.803**
	Sig. (2-tailed)	.000	.000		.000	.000
	N	79	79	79	79	79
Project team evaluation	Pearson Correlation	.801**	.756**	.756**	1	.894**
	Sig. (2-tailed)	.000	.000	.000		.000
	N	79	79	79	79	79
Performance of project	Pearson Correlation	.845**	.808**	.803**	.894**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	79	79	79	79	79

**. Correlation is significant at the 0.01 level (2-tailed).

Table 2 shows the correlations between each of the project team factors (acquisition, leadership, development, and evaluation) and project performance: Project Team Acquisition vs. Project Performance: There is a strong positive correlation (r = 0.845) between "Project Team Acquisition" and "Project Performance." This indicates that as the effectiveness of team acquisition processes improves, project performance tends to increase significantly (Sig. < 0.05). In practical terms, when organizations excel in assembling the right team members for a project, it positively influences the project's overall success. Project Team Leadership vs. Project Performance: "Project Team Leadership" shows a strong positive correlation (r = 0.808) with "Project Performance." This implies that strong and effective leadership within the project team is closely associated with higher project performance (Sig. < 0.05). When leaders guide and inspire their teams effectively, it can lead to better project outcomes and overall success. Project Team Development vs. Project Performance: The correlation between "Project Team Development" and "Project Performance" is also strong (r = 0.803), and it is statistically significant at the 0.01 level (Sig. < 0.05). This suggests that when project teams invest in the development of their members, it significantly and positively impacts project performance. A well-developed team is likely to be more skilled, adaptable, and capable of achieving project goals efficiently. Project Team Evaluation vs. Project Performance: "Project Team Evaluation" demonstrates a strong positive correlation (r = 0.894), and this correlation is statistically significant at the 0.05 level. This indicates that the thorough evaluation of project teams has a substantial impact on project success. When teams are rigorously assessed and optimized, they are more likely to perform well, leading to better project outcomes.

All of these project team factors—acquisition, leadership, development, and evaluation—show strong positive correlations with project performance, and these correlations are statistically significant at the 0.05 level. This indicates the importance of these factors in enhancing project success and performance of water for all projects in Rulindo projects.

The findings are in accordance with Kiiru's (2013) emphasis on the benefits of strategic project team management practices. Kiiru shows how effective project team management enhances institutional capacity, garners employee support for business strategies, boosts competitiveness, fosters creativity, and promotes cooperation among departments. The strong positive correlations observed between project team factors (acquisition, leadership, development, and evaluation) and project performance indicates the significance of these practices in achieving better project outcomes, aligning with Kiiru's emphasis on the positive impacts of project team management.

Table 3: Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.933[a]	.871	.864	.24898

a. Predictors: (Constant), project team evaluation, project team leadership, Project team acquisition, project team development

The multiple correlation coefficient (R) for this model is 0.933. This value represents the strength and direction of the linear relationship between the predictors (project team evaluation, project team leadership, project team acquisition, project team development) and the dependent variable (presumably project performance). The R-squared value (R^2) is 0.871. This represents the proportion of the variance in the dependent variable (project performance) that can be explained by the combination of the predictor variables in the model. In this case, approximately 87.1% of the variation in project performance can be accounted for by the variables project team evaluation, project team leadership, project team acquisition, and project team development. This is a substantial amount of variance explained, indicating that these predictor variables are collectively strong contributors to understanding and predicting project performance.

The findings are in line with Adnan and Izzat's (2012) emphasis on the significance of project team management. Adnan & Izzat shows that effective project team management practices have a positive impact on project productivity and performance. This aligns with the study's results, which demonstrate a strong relationship between project team evaluation, leadership, acquisition, and development, collectively explaining a significant portion of project performance variance. This reinforces the importance of implementing effective project team management approaches in achieving project success and performance of water for all projects in Rulindo projects.

Table 4: ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	30.992	4	7.748	124.984	.000[b]
	Residual	4.587	74	.062		
	Total	35.580	78			

a. Dependent Variable: performance of project
b. Predictors: (Constant), project team evaluation, project team leadership, Project team acquisition, project team development

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The F-statistic in Table 4 is 124.984, and the associated significance level (Sig.) is .000. The F-statistic is a measure used in ANOVA (Analysis of Variance) to assess the overall significance of the regression model. In this case, the extremely low p-value of .000 (Sig.) indicates that the regression model, which includes the predictors (project team evaluation, project team leadership, Project team acquisition, project team development), is statistically significant. This suggests that at least one of the predictors has a significant effect on the dependent variable, which is the performance of the project.

The findings are in line with Lamba and Choudhary's (2013) emphasis on the evolving landscape of project team management. Their focus on the shift towards modern and strategic project team management methods aligns with the ANOVA results, which indicate the significance of predictors related to project team evaluation, leadership, acquisition, and development. This indicates the importance of adapting project management practices to changing environments, competition, and technological advancements, emphasizing the ongoing transformation in project team management.

Table 5: Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.007	.160		.046	.963
	Project team acquisition	.315	.075	.303	4.193	.000
	Project team leadership	.103	.199	.103	.518	.006
	Project team development	.146	.193	.149	.755	.003
	Project team evaluation	.463	.080	.461	5.787	.000

a. Dependent Variable: performance of project

The constant term in Table 5 has a coefficient of .007 with a standard error of .160. The associated significance level (Sig.) is .963>0.05. This constant represents the intercept of the regression model and indicates the expected value of the dependent variable (performance of the project) when all predictor variables (Project team acquisition, Project team leadership, Project team development, and Project team evaluation) are zero.

For the predictor variable "Project team acquisition," the unstandardized coefficient is .315. This means that a one-unit increase in Project team acquisition is associated with an increase of .315 units in the performance of the project. For "Project team leadership," the unstandardized coefficient is .103. This indicates that a one-unit increase in Project team leadership is associated with an increase of .103 units in the performance of the project. For "Project team development," the unstandardized coefficient is .146. This suggests that a one-unit increase in Project team development is associated with an increase of .146 units in the performance of the project. For "Project team evaluation," the unstandardized coefficient is .463. This indicates that a one-unit increase in Project team evaluation is associated with an increase of .463 units in the performance of the project.

All of these unstandardized coefficients are statistically significant, as indicated by their associated p-values (Sig.), which are all less than 0.05 (i.e., .000, .006, .003, and .000, respectively).

The findings are consistent with Wright, Kroll & Lado's (2010) emphasis on the importance of project team management. Wright, Kroll & Lado highlight that effective project team management is integral to project success, and this aligns with the study's results, which demonstrate the significant influence of Project team acquisition, leadership, development, and evaluation on project performance. This reinforces the idea that adept project team management practices are essential for achieving quality services, innovation, employee morale, and successful project implementation.

Hypotheses summary

The hypothesis summary based on Table 5 shows that all null hypotheses (H0a: There is no significant effect of project team acquisition on performance of Water For All Projects in Rulindo district, H0b: There is no significant effect of project team leadership on performance of Water For All Projects in Rulindo district, H0c: There is no significant effect of project team development on performance of Water For All Projects in Rulindo district, H0d: There is no significant effect of Project team evaluation on performance of Water For All Projects in Rulindo district) are rejected with p-values of .000, .006, .003, and .000, respectively, and all are less than 0.05(the significance level), indicating that project team acquisition, leadership, development, and evaluation significantly impact the performance of Water for All Projects in Rulindo district, indicating their crucial roles in project success.

5. Conclusion

Basing on the objectives of this study project team management, it is to conclude that the Rulindo district used the following project team acquisition, project team leadership, project team development and Project team evaluation. The results research revealed that there is a significant positive relationship between project team management on the performance of project.

6. Recommendations

Based on the findings and conclusions drawn, the following suggestions are put forward for consideration.

It is recommended that it is necessary and important to come up with mechanism to constitute effective teams in water supply projects. This can be based on evaluation of the skills of every team member and matching them to right tasks and responsibilities. Such evaluations of team members allow project leaders and managers have an opportunity to provide proper training, intervention, or change the combination of people chosen for the team. This will boost their capability as they work as a team, and to ensure effectiveness in the endeavor to achieve project goals

The project leadership must encourage employees and all other players to work as a team and in various sub teams formed for short term goals. The willingness to work in teams makes the project and its environment more desirable as teamwork culture could lead to favorable commitment. Team members should treat and support each other honestly, sincerely and with respect. Communication is a very important aspect for effective teamwork that leads to project success.

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